Latest release

Monthly Employee Earnings Indicator

Experimental estimates of employee earnings and jobs, sourced from Single Touch Payroll (STP) data

Reference period December 2025

Released 25/02/2026

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Key statistics

In December 2025, total wages and salaries paid:

- was $107,365 million for 15.3 million employee jobs
- decreased by 0.5% or $567 million in the month from November 2025
- increased by 5.7% or $5,764 million in the year from December 2024

As a measure of aggregate earnings and employee jobs, estimates presented in this release include compositional changes in the labour market, which are described in more detail in Factors affecting interpretation (/methodologies/monthly-employee-earnings-indicator-methodology/dec-2025#factors-affecting-interpretation) .

New insights on wages and salaries growth

This release includes the new employee jobs measure, which represents the number of employees who received wages or salaries each month. This article (/articles/monthly-employee-jobs-new-insights-wages-and-salaries-growth) and the release methodology (/methodologies/monthly-employee-earnings-indicator-methodology/dec-2025) include guidance on employee jobs.

National

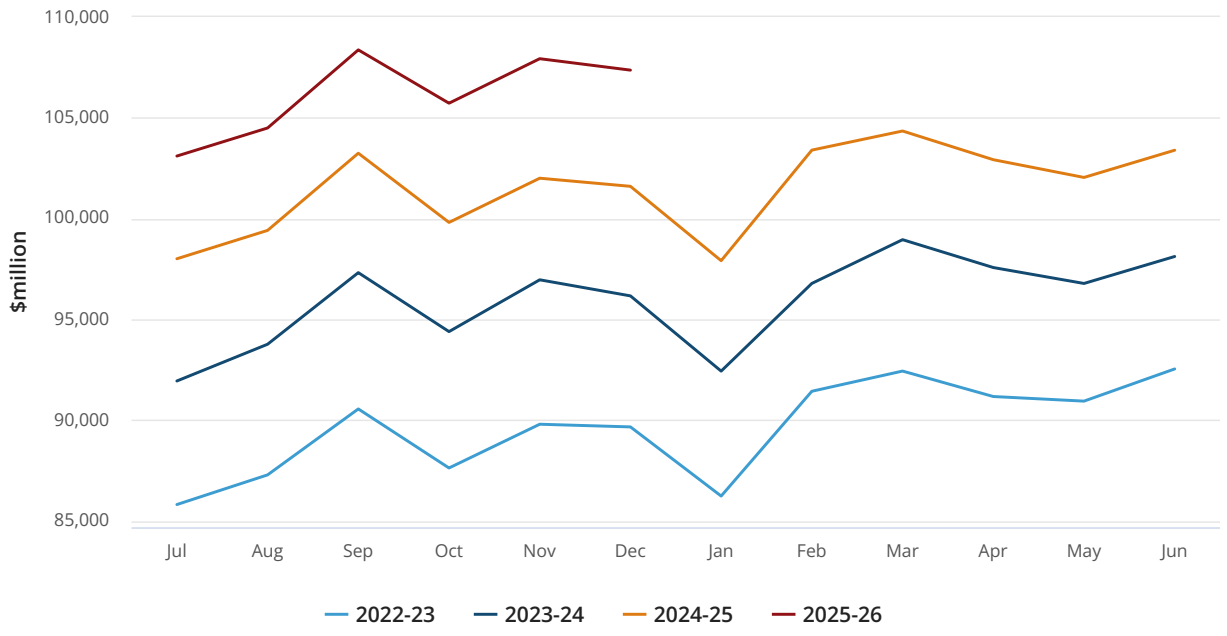
Month key statistics

		Oct-25	Nov-25	Dec-25
Wages and salaries paid by employers				
	Month change (%)	-2.4	2.1	-0.5
	Annual change (%)	5.9	5.8	5.7
	Total wages and salaries ($m)	105,724	107,932	107,365
Employee jobs				
	Month change (%)	0.4	0.8	-1.5
	Annual change (%)	1.1	1.0	0.3
	Total employee jobs ('000)	15,408	15,531	15,303

Wages and salaries estimates are presented as an original series with calendar-adjustment, to account for the differing number of days in each month, as seasonally adjusted estimates are not yet available.

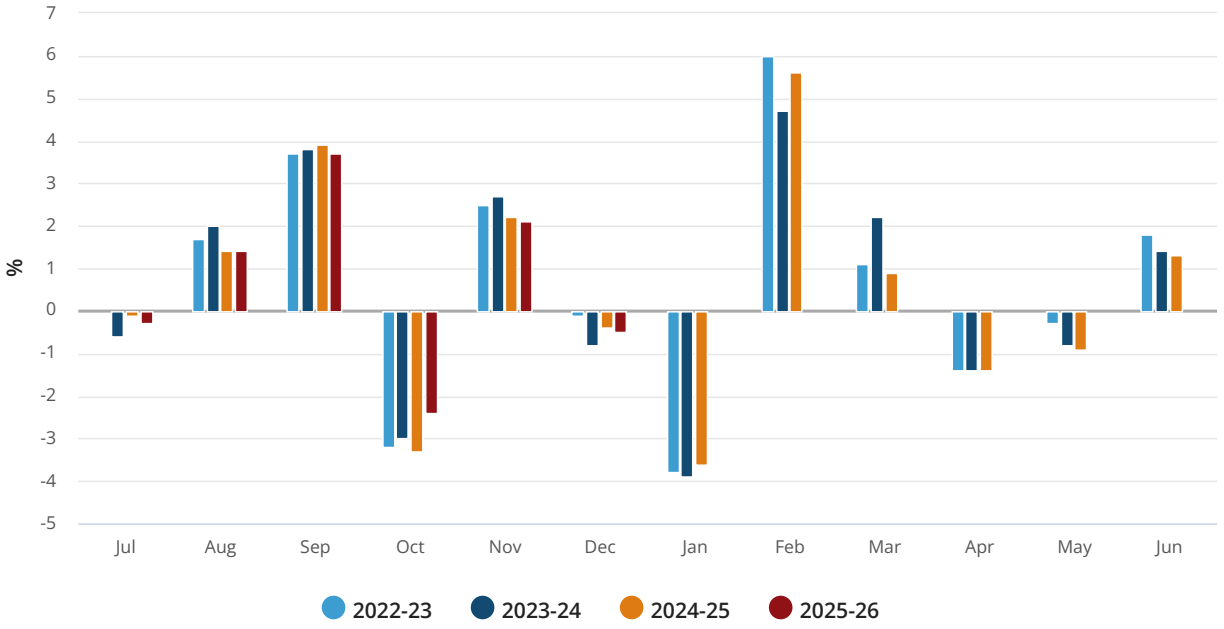
Estimates of change throughout this release are calculated using un-rounded values. They may differ from, though are more accurate than change calculated from rounded values.

Total wages and salaries paid by employers (a)



a. The leap year day in February 2024 alters the seasonal change usually seen in February and March. For more information see the leap year effect section within Factors affecting interpretation (/methodologies/monthly-employee-earnings-indicator-methodology/dec-2025#factors-affecting-interpretation) .

Month change in total wages and salaries paid by employers (a)



a. The leap year day in February 2024 alters the seasonal change usually seen in February and March. For more information see the leap year effect section within Factors affecting interpretation (/methodologies/monthly-employee-earnings-indicator-methodology/Dec-2025#factors-affecting-interpretation) .

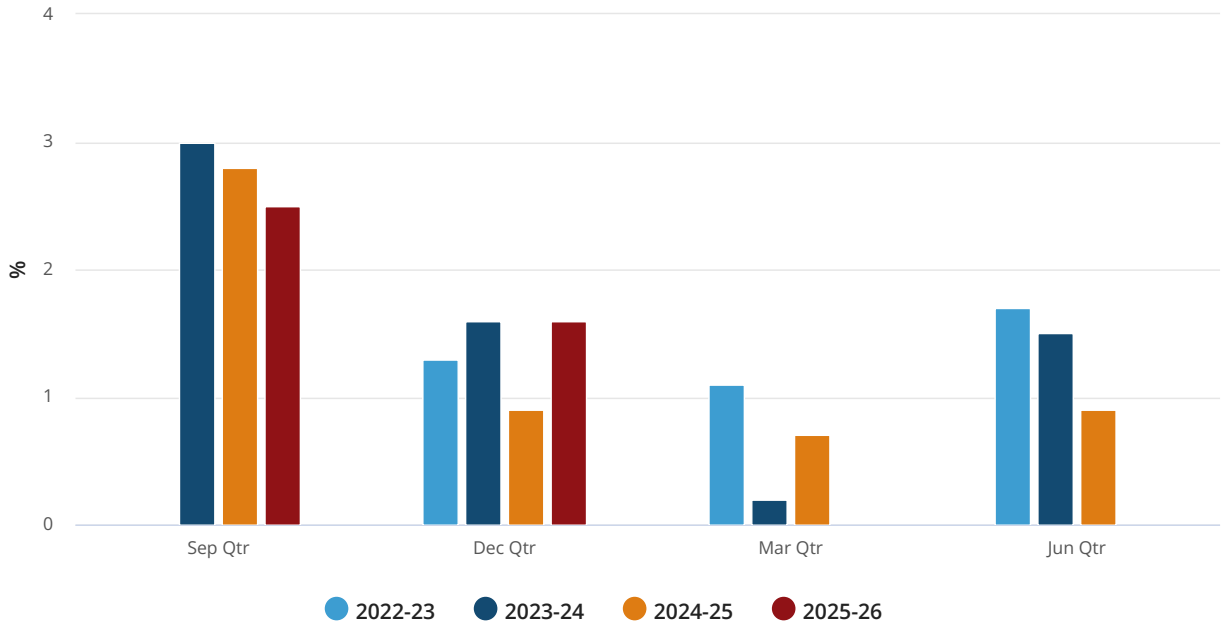
Quarter change

Current compilation methods do not support the production of a quarterly employee jobs estimate.

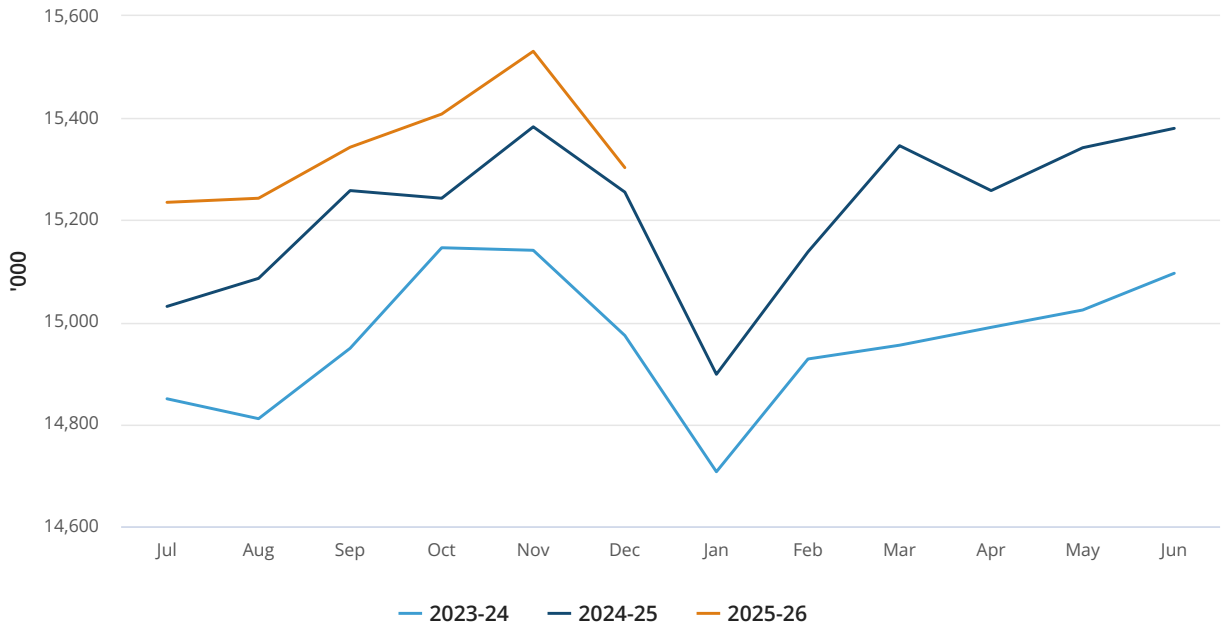
Quarter key statistics

	Dec Qtr 24	Mar Qtr 25	Jun Qtr 25	Sep Qtr 25	Dec Qtr 25
Quarter change (%)	0.9	0.7	0.9	2.5	1.6
Annual quarter change (%)	5.5	6.1	5.4	5.1	5.8
Total wages and salaries ($m)	303,416	305,655	308,357	315,968	321,021

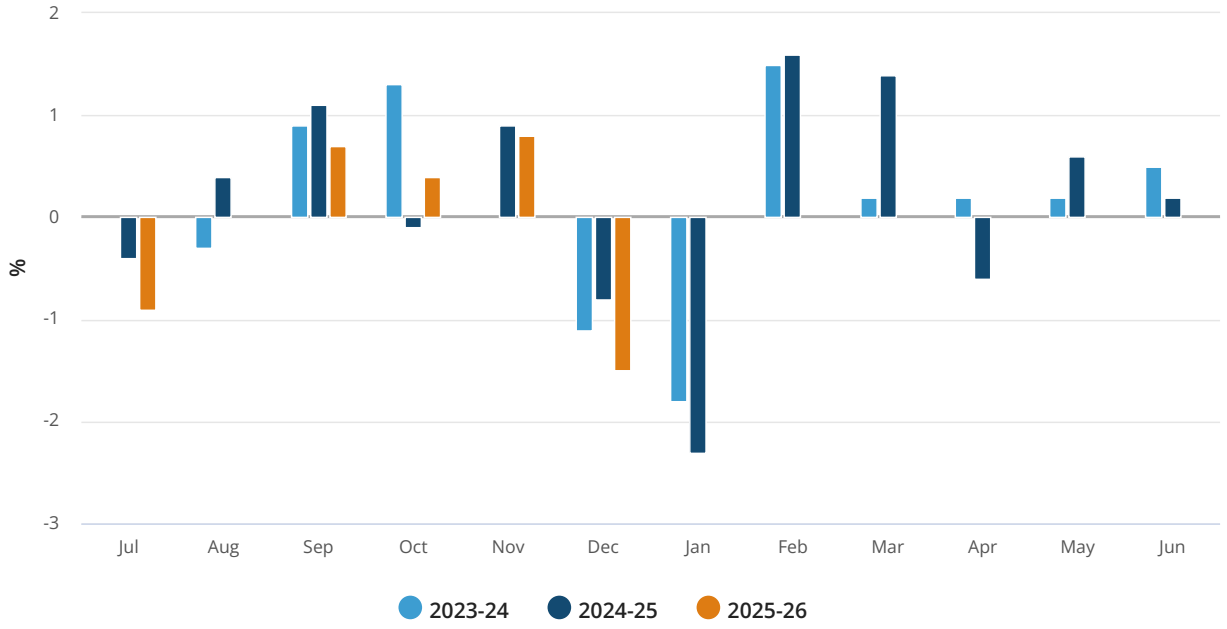
Quarter change in total wages and salaries paid by employers



Total employee jobs



Month change in employee jobs



State and territory

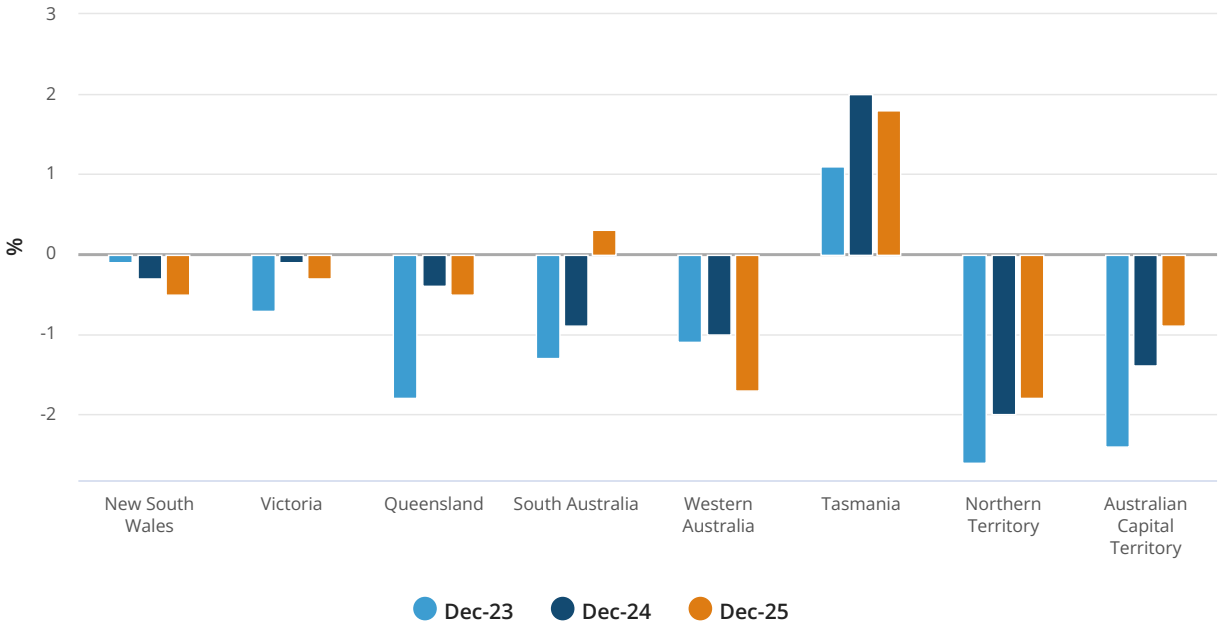
In December 2025, total wages and salaries paid by employers decreased in 6 of 8 states and territories from November 2025.

- Western Australia saw the largest decrease of $221m or -1.7%

Total wages and salaries paid by employers, by state and territory

	Oct-25 ($m)	Nov-25 ($m)	Dec-25 ($m)
New South Wales	34,367	35,123	34,958
Victoria	26,080	26,699	26,618
Queensland	20,491	20,882	20,773
South Australia	6,233	6,336	6,356
Western Australia	12,815	13,107	12,886
Tasmania	1,764	1,790	1,823
Northern Territory	1,083	1,093	1,073
Australian Capital Territory	2,890	2,903	2,878
Australia	105,724	107,932	107,365

Month change in total wages and salaries paid by employers, by state and territory



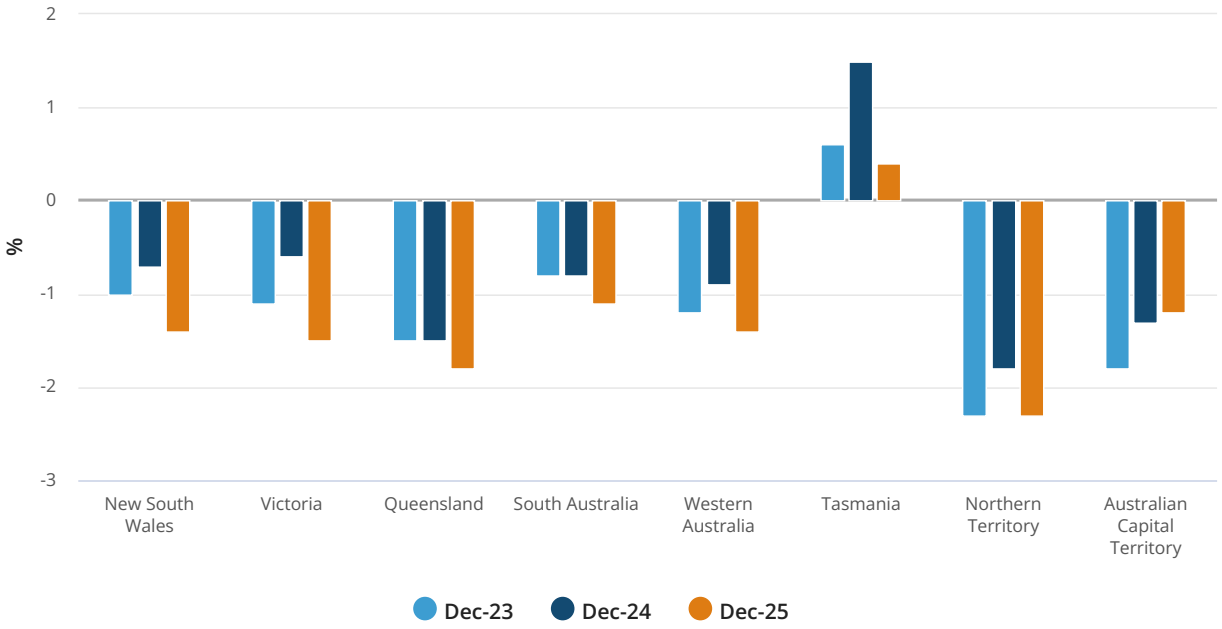
In December 2025, employee jobs decreased in 7 of 8 states and territories from November 2025.

- New South Wales saw the largest decrease of 70,100 employee jobs or -1.4%

Employee jobs, by state and territory

	Oct-25 ('000)	Nov-25 ('000)	Dec-25 ('000)
New South Wales	4,877	4,918	4,848
Victoria	3,958	3,995	3,934
Queensland	3,067	3,086	3,032
South Australia	985	994	983
Western Australia	1,718	1,730	1,705
Tasmania	292	295	296
Northern Territory	149	148	145
Australian Capital Territory	364	364	360
Australia	15,408	15,531	15,303

Month change in employee jobs, by state and territory

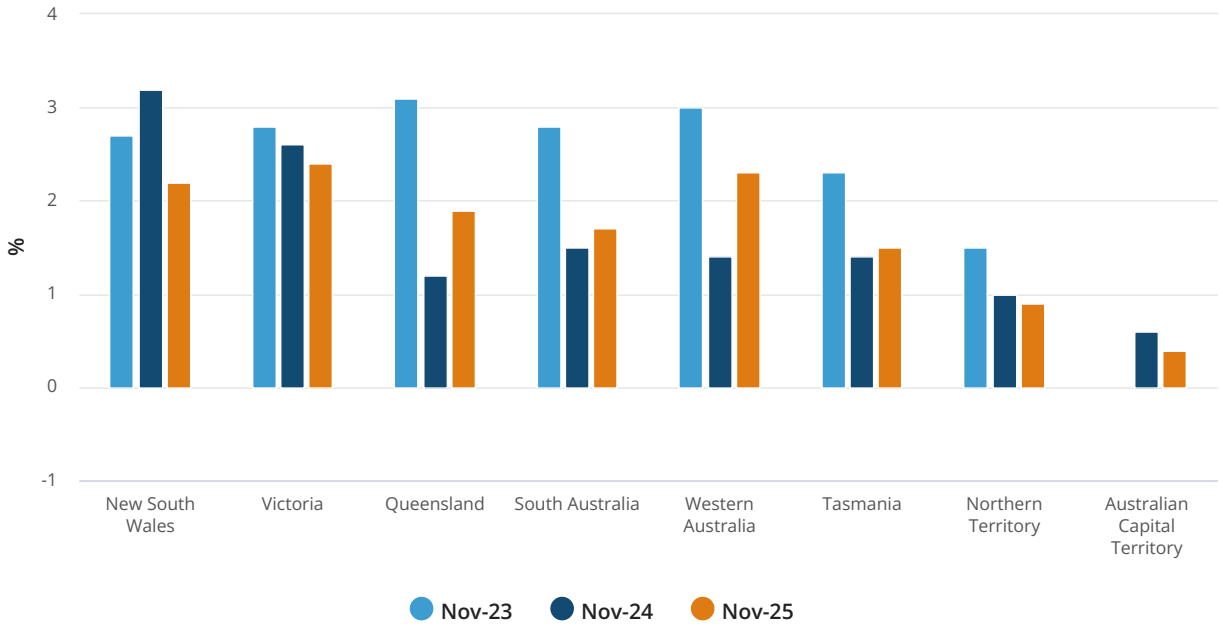


Month change, November

In November 2025, total wages and salaries paid by employers increased in all states and territories from October 2025.

- New South Wales saw the largest increase of $756m or +2.2%

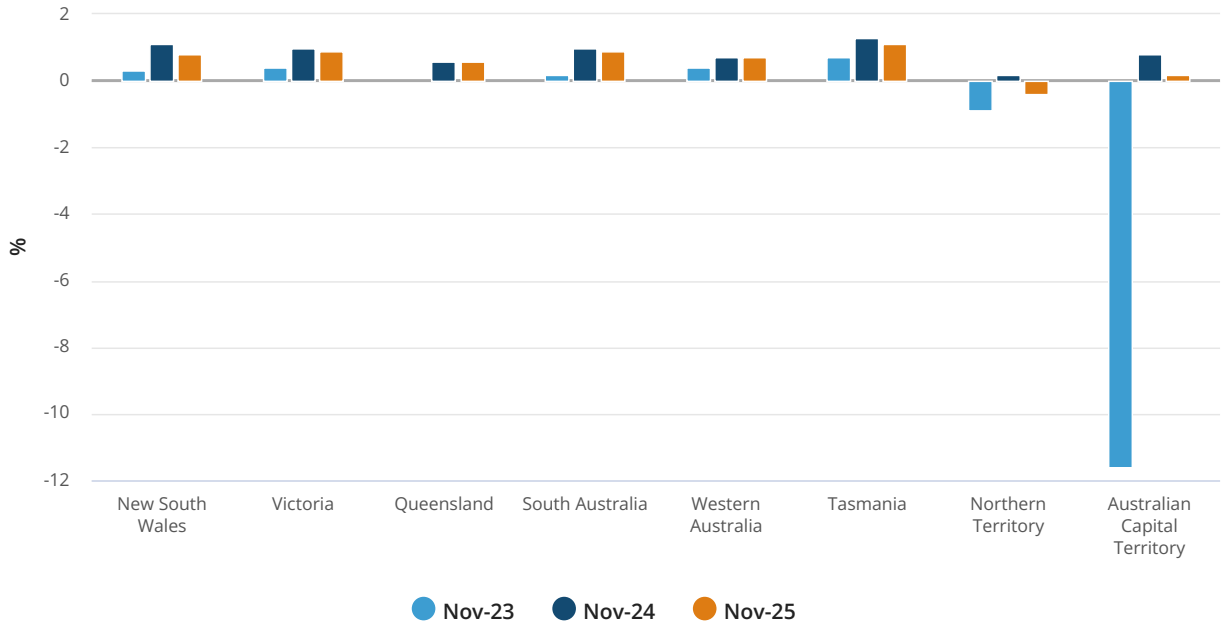
Month change in total wages and salaries paid by employers, by state and territory



In November 2025, employee jobs increased in 7 of 8 states and territories from October 2025.

- New South Wales saw the largest increase of 41,400 employee jobs or +0.8%

Month change in employee jobs, by state and territory (a)



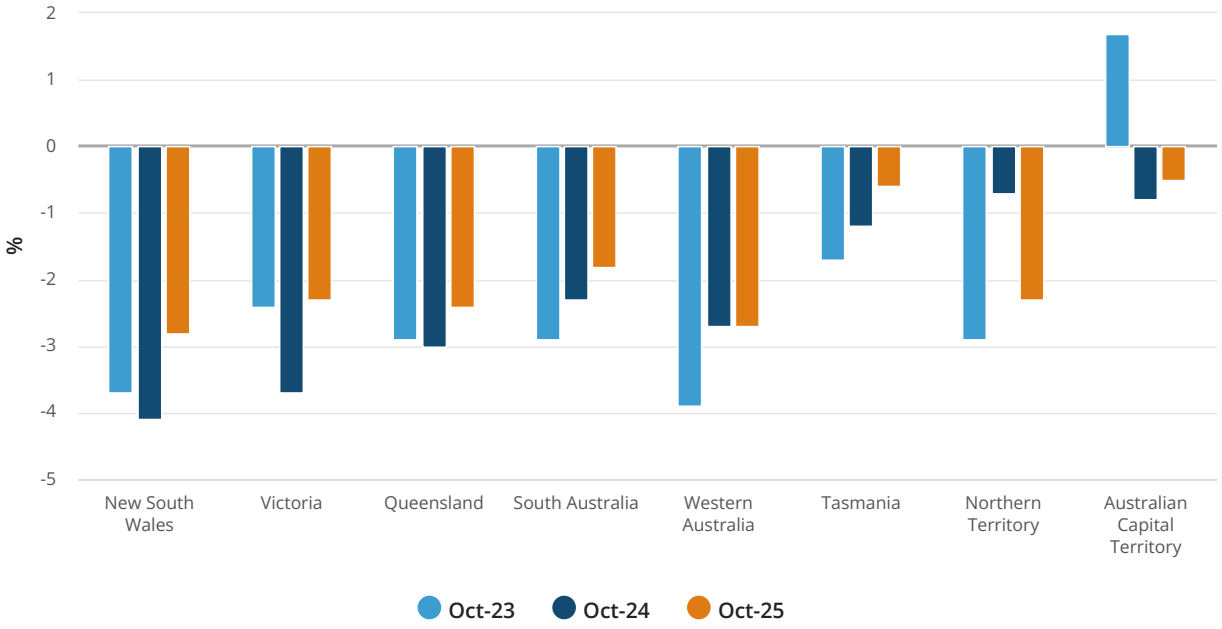
a. The Voice Referendum held in October 2023 created a large number of temporary roles, which influenced the Australian Capital Territory more significantly than other jurisdictions.

Month change, October

In October 2025, total wages and salaries paid by employers decreased in all states and territories from September 2025.

- New South Wales saw the largest decrease of $1,008m and -2.8%

Month change in total wages and salaries paid by employers, by state and territory (a)

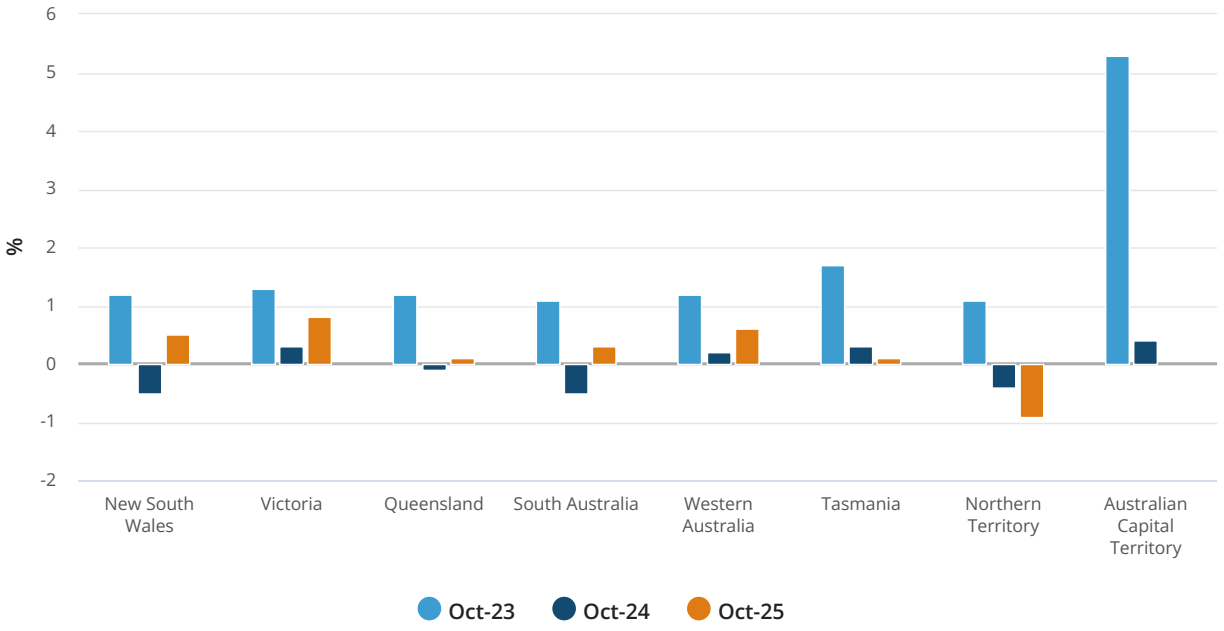


a. The Voice Referendum held in October 2023 created a large number of temporary roles, which influenced the Australian Capital Territory more significantly than other jurisdictions.

In October 2025, employee jobs increased in 6 of 8 states and territories from September 2025.

- Victoria saw the largest increase of 29,900 employee jobs and +0.8%

Month change in employee jobs, by state and territory (a)



a. The Voice Referendum held in October 2023 created a large number of temporary roles, which influenced the Australian Capital Territory more significantly than other jurisdictions.

Industry

In December 2025, total wages and salaries paid by employers decreased in 10 of 19 industries from November 2025.

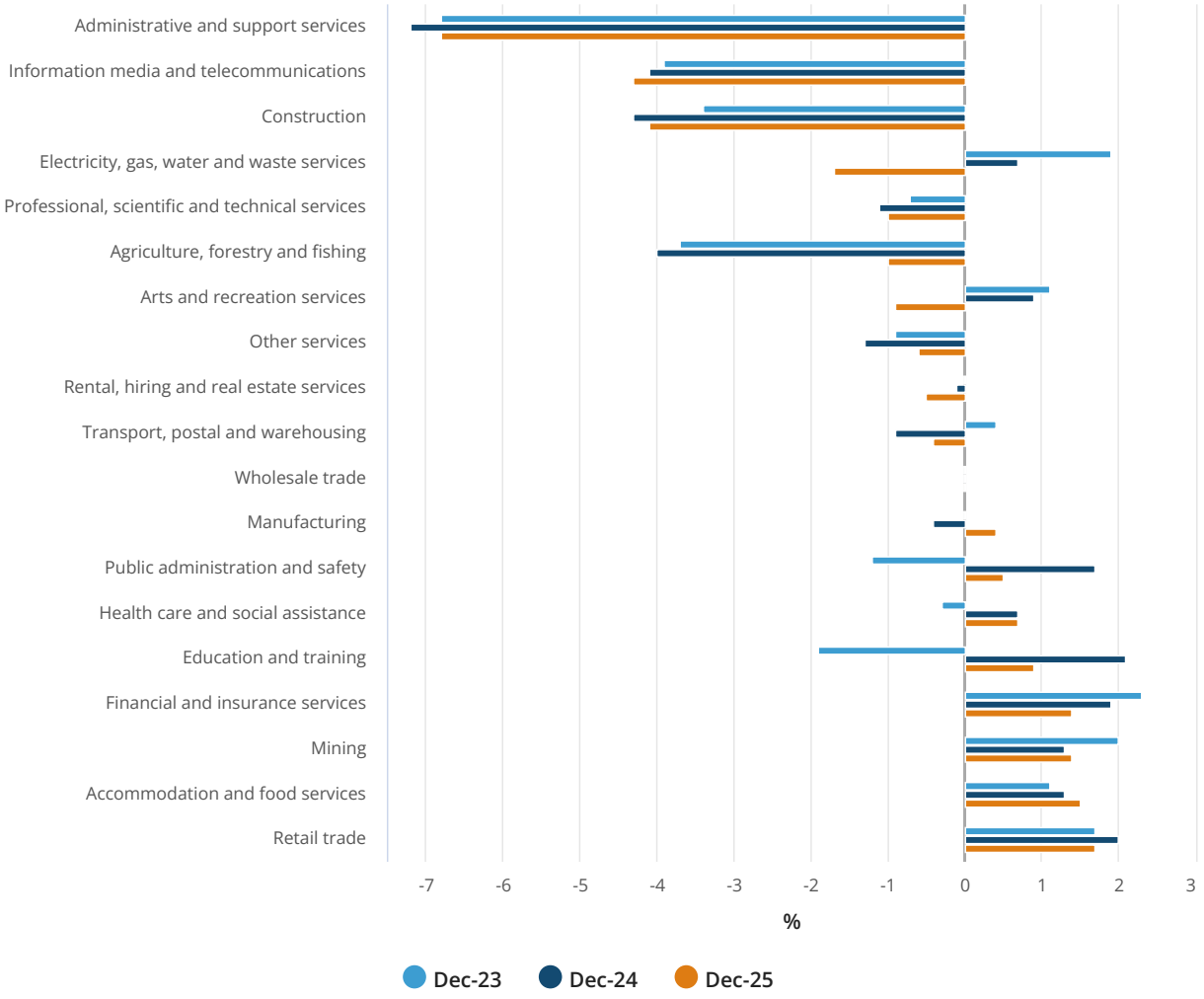
- Administrative and support services saw the largest decrease of $427m and -6.8%

Total wages and salaries paid by employers, by industry

	Oct-25 ($m)	Nov-25 ($m)	Dec-25 ($m)
Agriculture, forestry and fishing	1,186	1,243	1,231
Mining	3,542	3,533	3,584
Manufacturing	6,529	6,610	6,635
Electricity, gas, water and waste services	1,711	1,730	1,701
Construction	9,262	9,408	9,019
Wholesale trade	4,779	4,884	4,884
Retail trade	6,008	6,156	6,263
Accommodation and food services	3,741	3,811	3,866
Transport, postal and warehousing	4,473	4,491	4,472
Information media and telecommunications	2,070	2,165	2,072
Financial and insurance services	5,930	6,239	6,325
Rental, hiring and real estate services	2,197	2,237	2,227
Professional, scientific and technical services	11,331	11,567	11,453
Administrative and support services	6,152	6,281	5,854
Public administration and safety	8,492	8,604	8,648
Education and training	8,112	8,616	8,696
Health care and social assistance	16,004	16,110	16,220

	Oct-25 ($m)	Nov-25 ($m)	Dec-25 ($m)
Arts and recreation services	1,201	1,205	1,193
Other services	3,002	3,042	3,022
All industries	105,724	107,932	107,365

Month change in total wages and salaries paid by employers, by industry (a)



a. Industries are ranked by ascending month change in December 2025.

In December 2025, employee jobs decreased in all industries from November 2025.

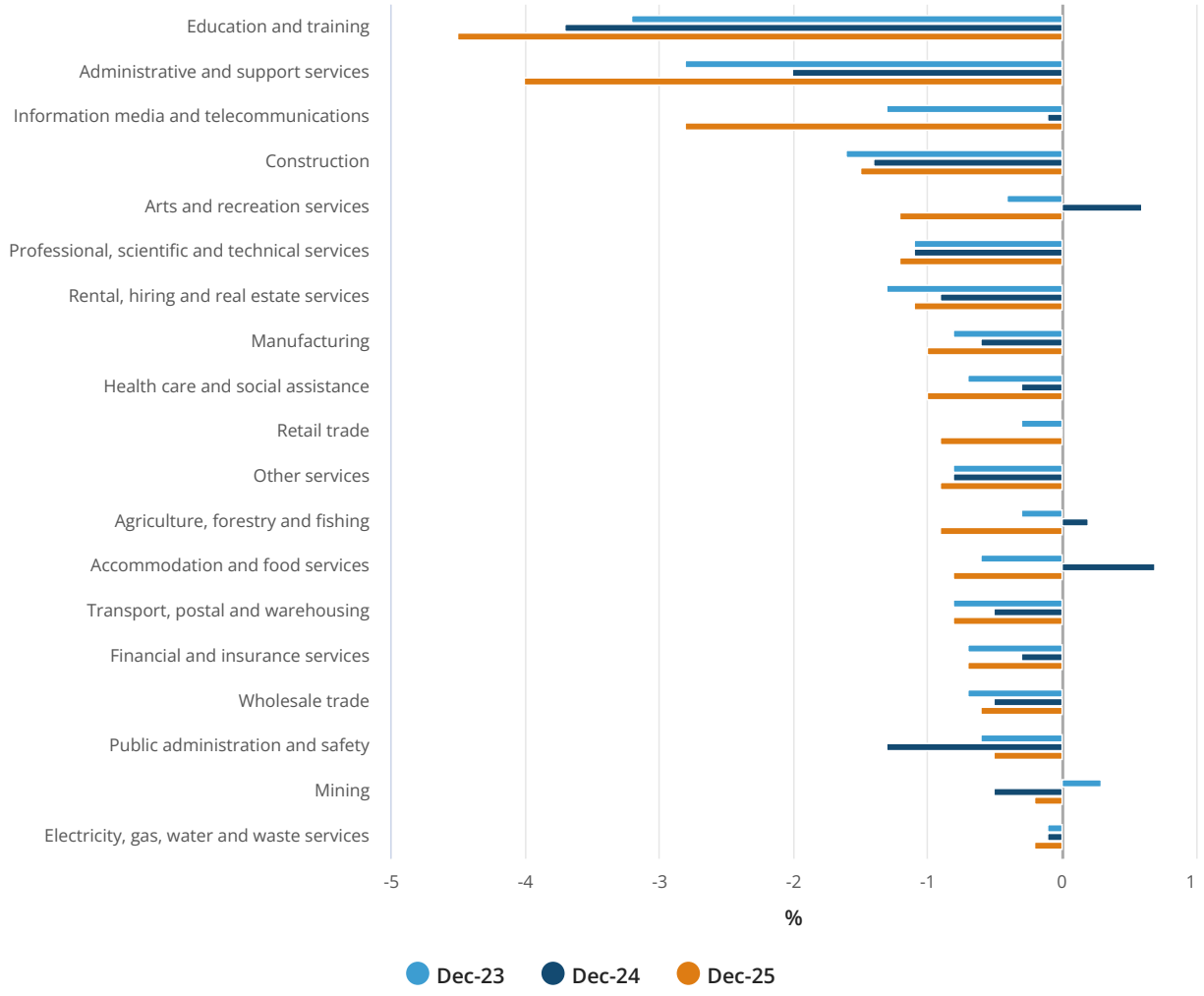
- Education and training saw the largest decrease of 60,200 employee jobs and -4.5%

Employee jobs, by industry

	Oct-25 ('000)	Nov-25 ('000)	Dec-25 ('000)
Agriculture, forestry and fishing	230	234	232
Mining	242	242	242
Manufacturing	864	866	858
Electricity, gas, water and waste services	152	153	152
Construction	1,103	1,106	1,089
Wholesale trade	602	605	601
Retail trade	1,475	1,510	1,495
Accommodation and food services	1,267	1,282	1,273

	Oct-25 ('000)	Nov-25 ('000)	Dec-25 ('000)
Transport, postal and warehousing	540	547	543
Information media and telecommunications	213	213	207
Financial and insurance services	555	556	552
Rental, hiring and real estate services	295	297	293
Professional, scientific and technical services	1,240	1,244	1,229
Administrative and support services	1,041	1,052	1,011
Public administration and safety	990	992	987
Education and training	1,318	1,344	1,284
Health care and social assistance	2,456	2,463	2,438
Arts and recreation services	290	292	289
Other services	533	534	529
All industries	15,408	15,531	15,303

Month change in employee jobs, by industry (a)



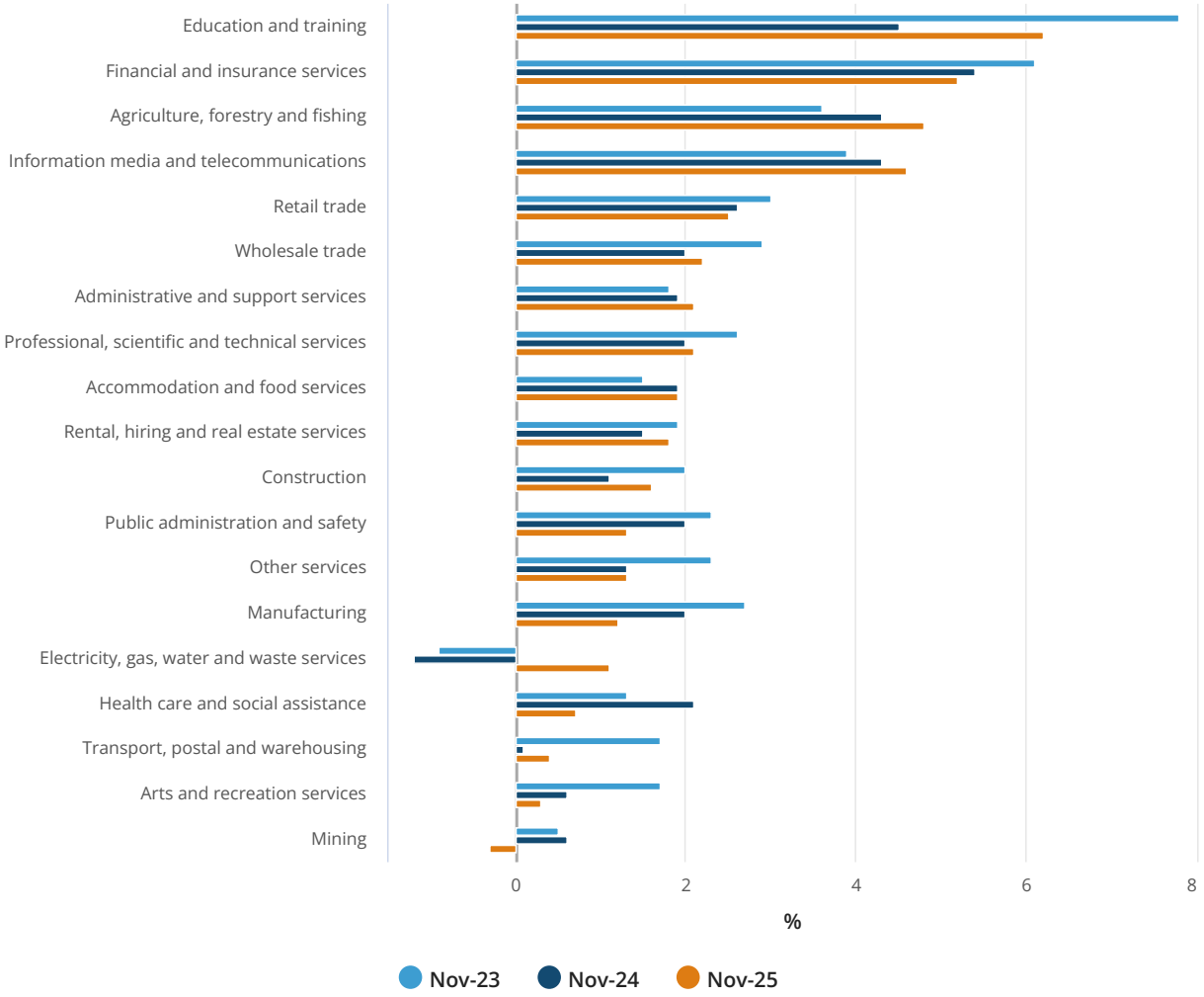
a. Industries are ranked by ascending month change in December 2025.

Month change, November

In November 2025, total wages and salaries paid by employers increased in 18 of 19 industries from October 2025.

- Education and training saw the largest increase of $504m and +6.2%

Month change in total wages and salaries paid by employers, by industry (a)

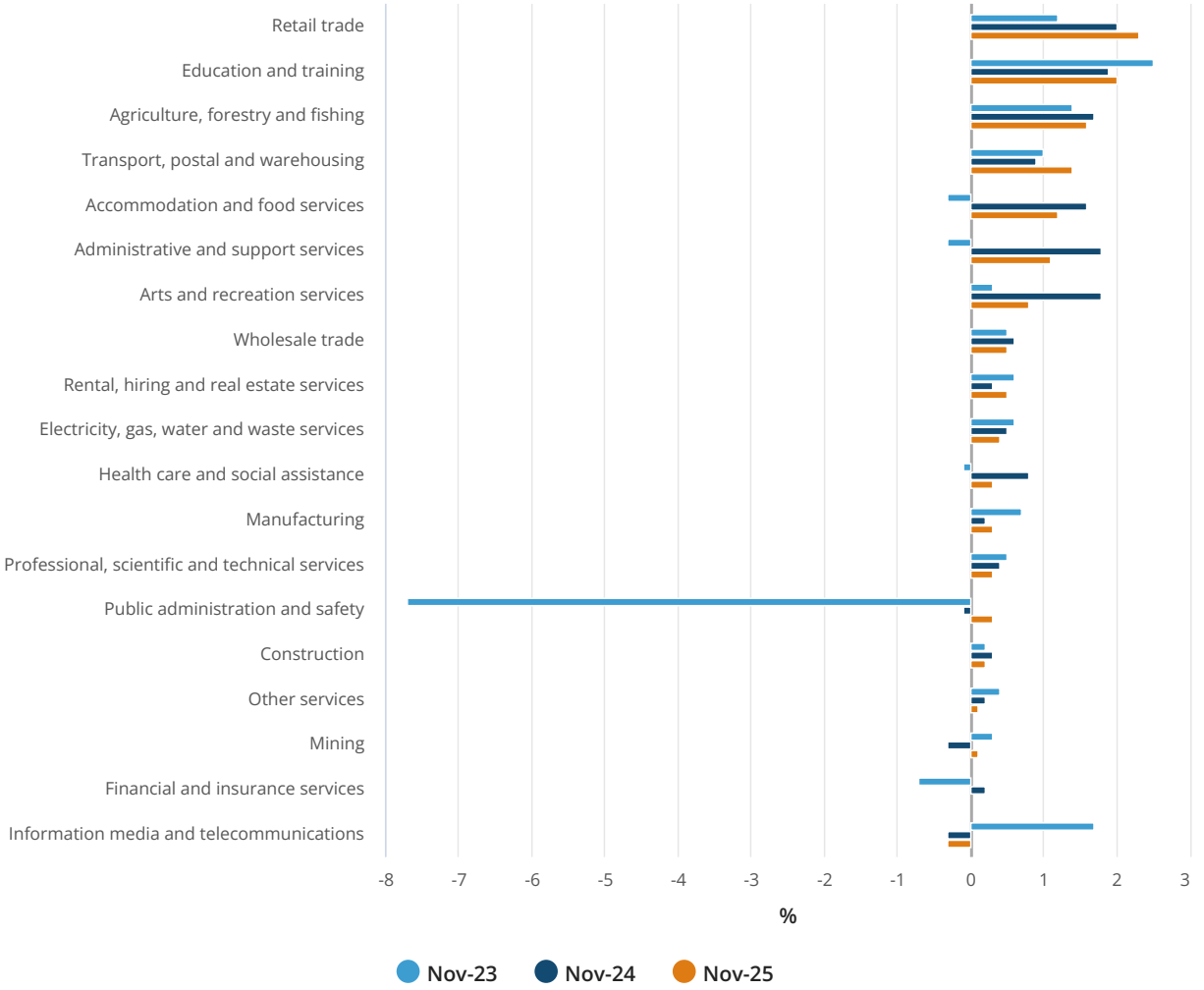


a. Industries are ranked by descending month change in November 2025.

In November 2025, employee jobs increased in 18 of 19 industries from October 2025.

- Retail trade saw the largest increase of 34,300 employee jobs and +2.3%

Month change in employee jobs, by industry (a) (b)



a. Industries are ranked by descending month change in November 2025.

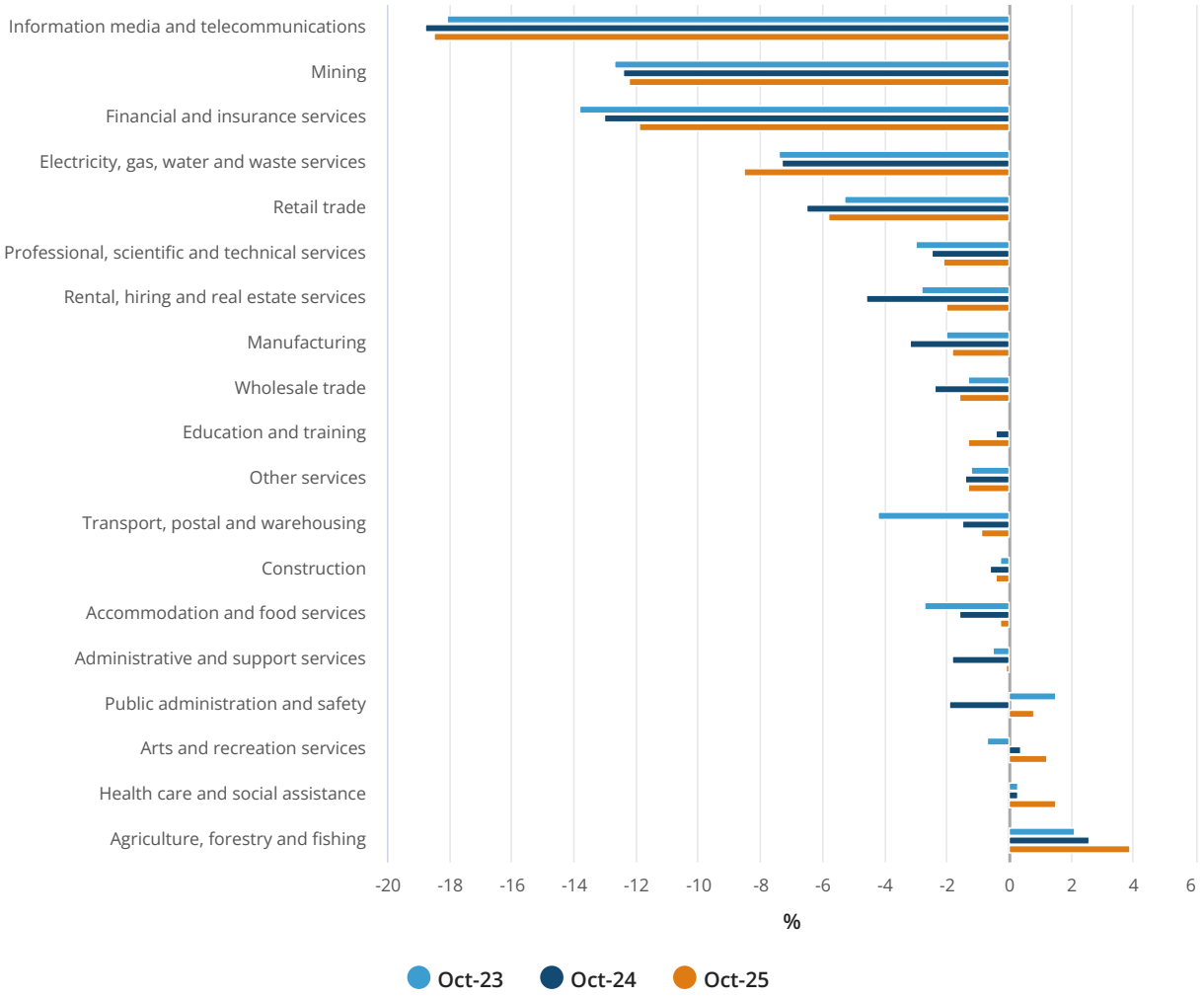
b. The Voice Referendum held in October 2023 created a large number of temporary roles in the Public administration and safety industry.

Month change, October

In October 2025, total wages and salaries paid by employers decreased in 15 of 19 industries from September 2025.

- Financial and insurance services saw the largest decrease of $799m or -11.9%

Month change in total wages and salaries paid by employers, by industry (a)

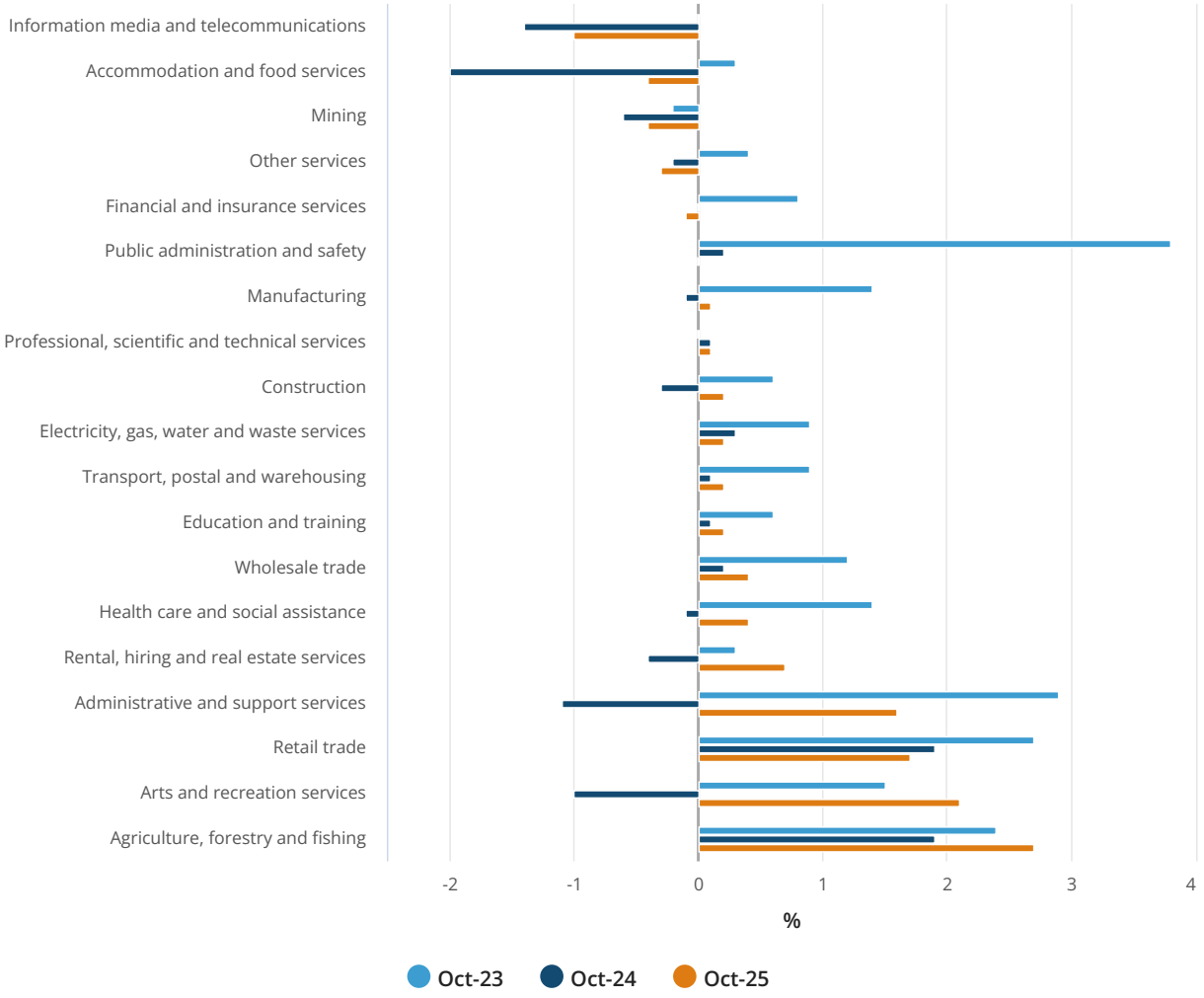


a. Industries are ranked by ascending month change in October 2025.

In October 2025, employee jobs increased in 14 of 19 industries from September 2025.

- Retail trade saw the largest increase of 25,200 employee jobs or +1.7%

Month change in employee jobs, by industry (a) (b)



a. Industries are ranked by ascending month change in October 2025.

b. The Voice Referendum held in October 2023 created a large number of temporary roles in the Public administration and safety industry.

Employment size

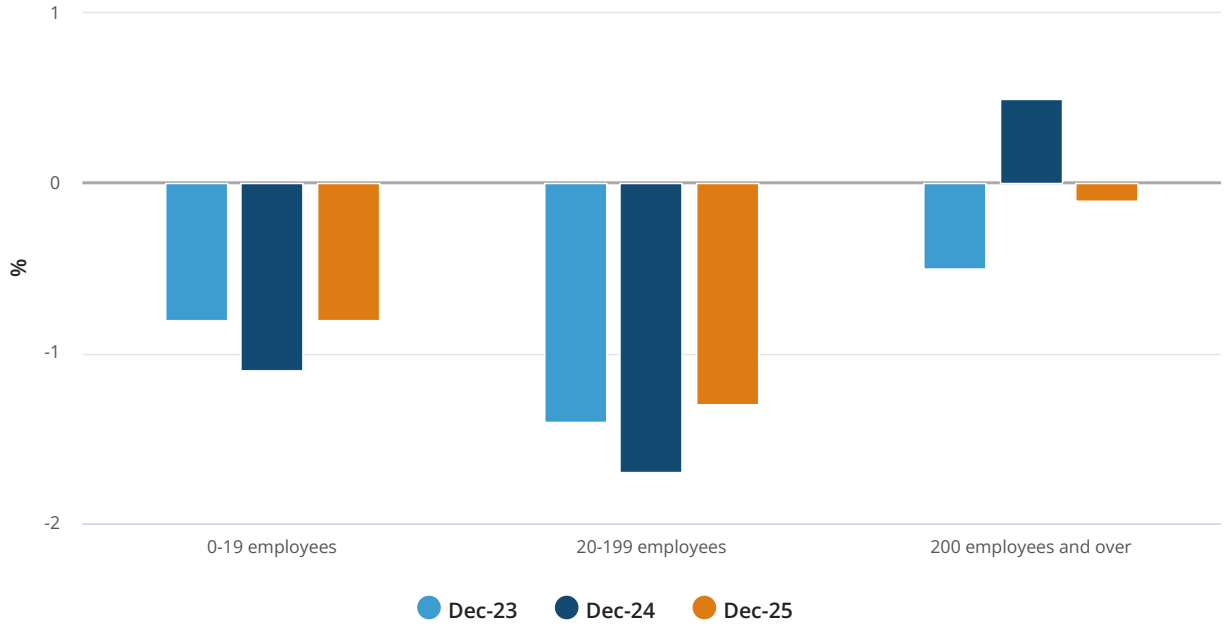
In December 2025, total wages and salaries paid by employers decreased in all employment size groups from November 2025.

- Businesses with 20-199 employees saw the largest decrease of $363m and -1.3%

Total wages and salaries paid by employers, by employment size

	Oct-25 ($m)	Nov-25 ($m)	Dec-25 ($m)
0-19 employees	22,490	22,969	22,794
20-199 employees	27,762	28,232	27,869
200 employees and over	55,472	56,731	56,702
All sizes	105,724	107,932	107,365

Month change in total wages and salaries paid by employers, by employment size



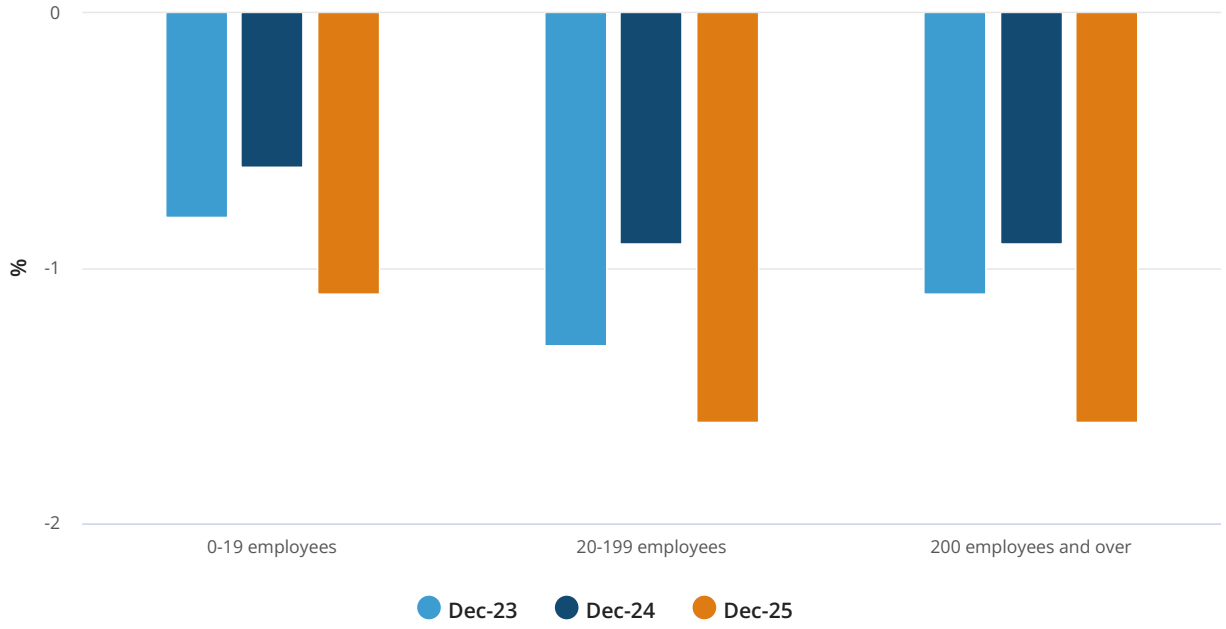
In December 2025, employee jobs decreased in all employment size groups from November 2025.

- Businesses with 200 employees and over saw the largest decrease of 119,800 employee jobs or -1.6%

Employee jobs, by employment size

	Oct-25 ('000)	Nov-25 ('000)	Dec-25 ('000)
0-19 employees	4,082	4,111	4,068
20-199 employees	4,061	4,083	4,018
200 employees and over	7,266	7,337	7,217
All sizes	15,408	15,531	15,303

Month change in employee jobs, by employment size

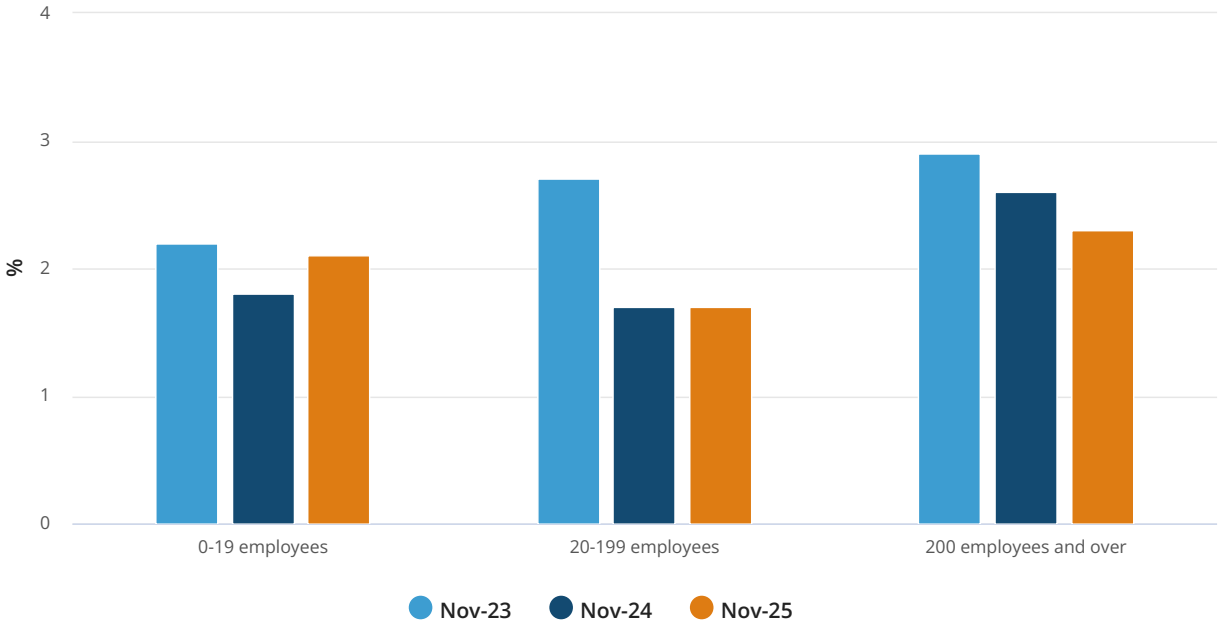


Month change, November

In November 2025, total wages and salaries paid by employers increased in all employment size groups from October 2025.

- Businesses with 200 employees and over saw the largest increase of $1,259m and +2.3%

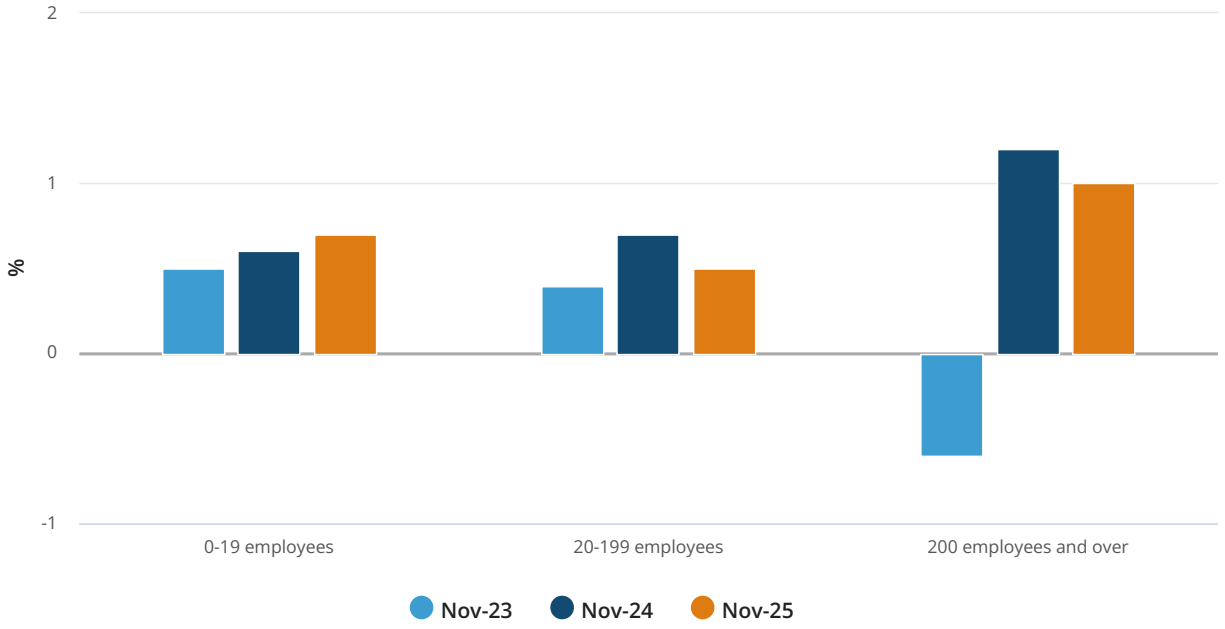
Month change in total wages and salaries paid by employers, by employment size



In November 2025, employee jobs increased in all employment size groups from October 2025.

- Businesses with 200 employees and over saw the largest increase of 71,300 employee jobs and +1.0%

Month change in employee jobs, by employment size

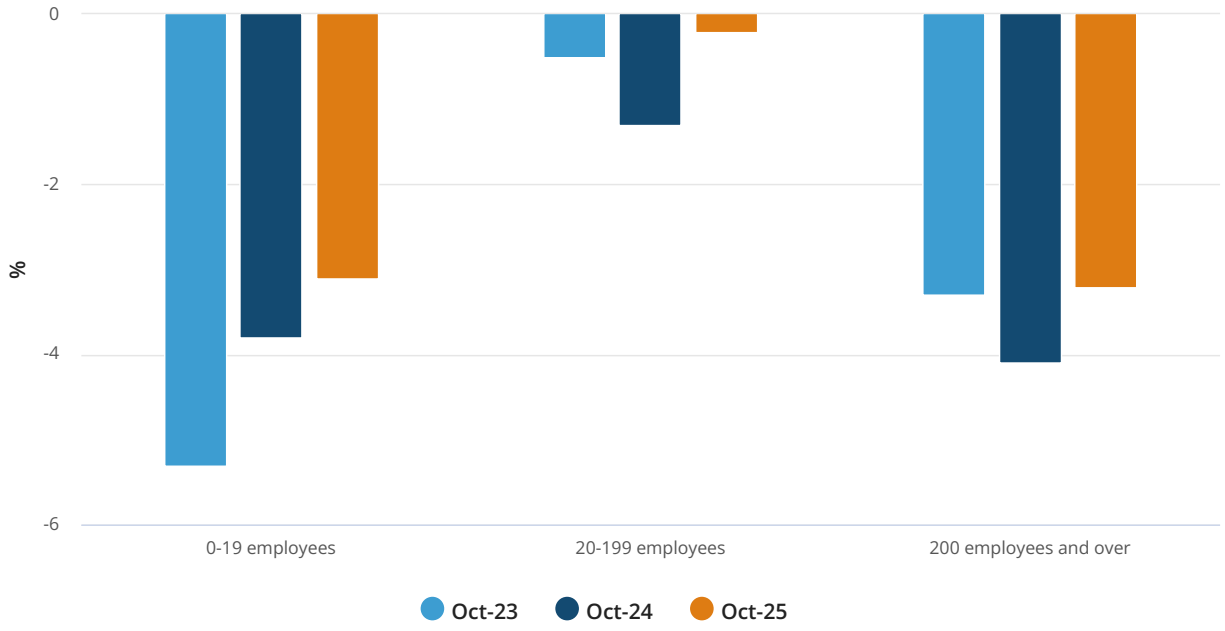


Month change, October

In October 2025, total wages and salaries paid by employers decreased in all employment size groups from September 2025.

- Businesses with 200 employees and over saw the largest decrease of $1,862m and -3.2%

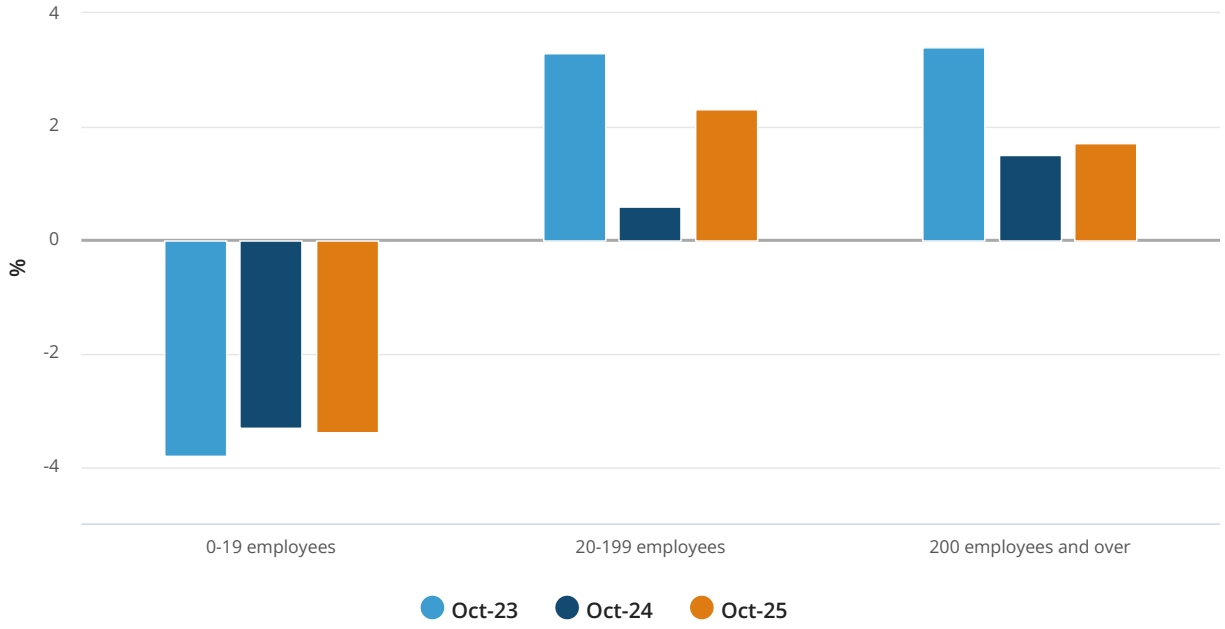
Month change in total wages and salaries paid by employers, by employment size



In October 2025, employee jobs increased in 2 of 3 employment size groups from September 2025.

- Businesses with 200 employees and over saw the largest increase of 118,800 employee jobs or +1.7%

Month change in employee jobs, by employment size



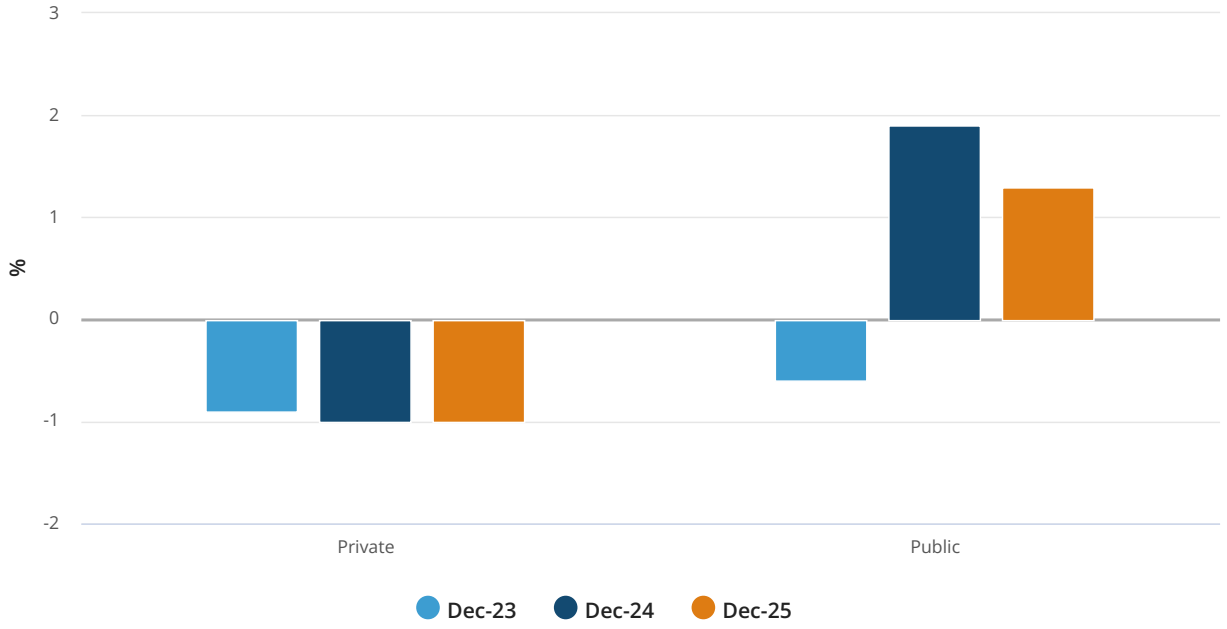
Sector

In December 2025, total wages and salaries paid by employers fell in the private sector and rose in the public sector from November 2025.

Total wages and salaries paid by employers, by sector

	Oct-25 ($m)	Nov-25 ($m)	Dec-25 ($m)
Private	83,713	85,434	84,564
Public	22,011	22,498	22,801
All sectors	105,724	107,932	107,365

Month change in total wages and salaries paid by employers, by sector

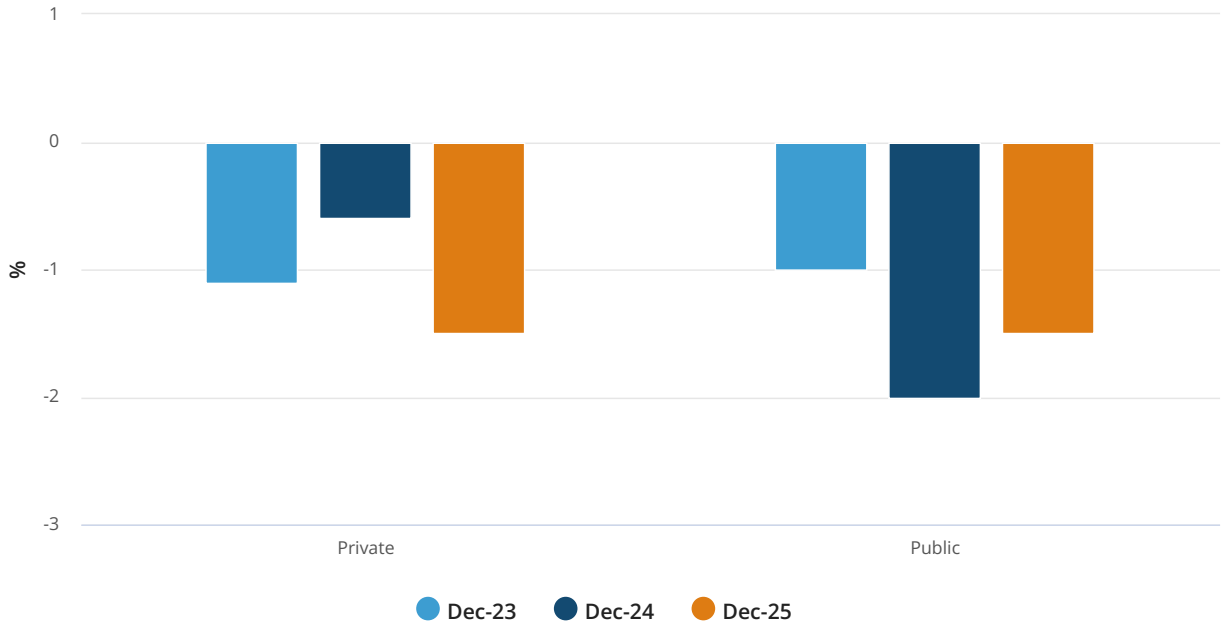


In December 2025, employee jobs fell in both sectors from November 2025.

Employee jobs, by sector

	Oct-25 ('000)	Nov-25 ('000)	Dec-25 ('000)
Private	12,782	12,873	12,686
Public	2,627	2,658	2,617
All sectors	15,408	15,531	15,303

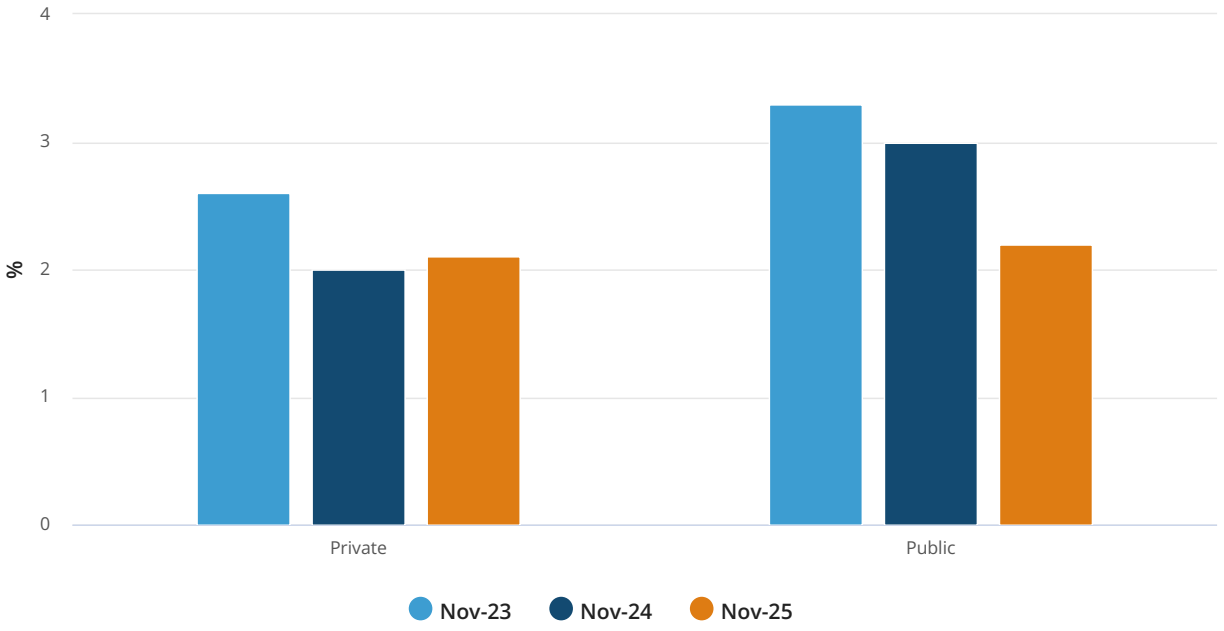
Month change in employee jobs, by sector



Month change, November

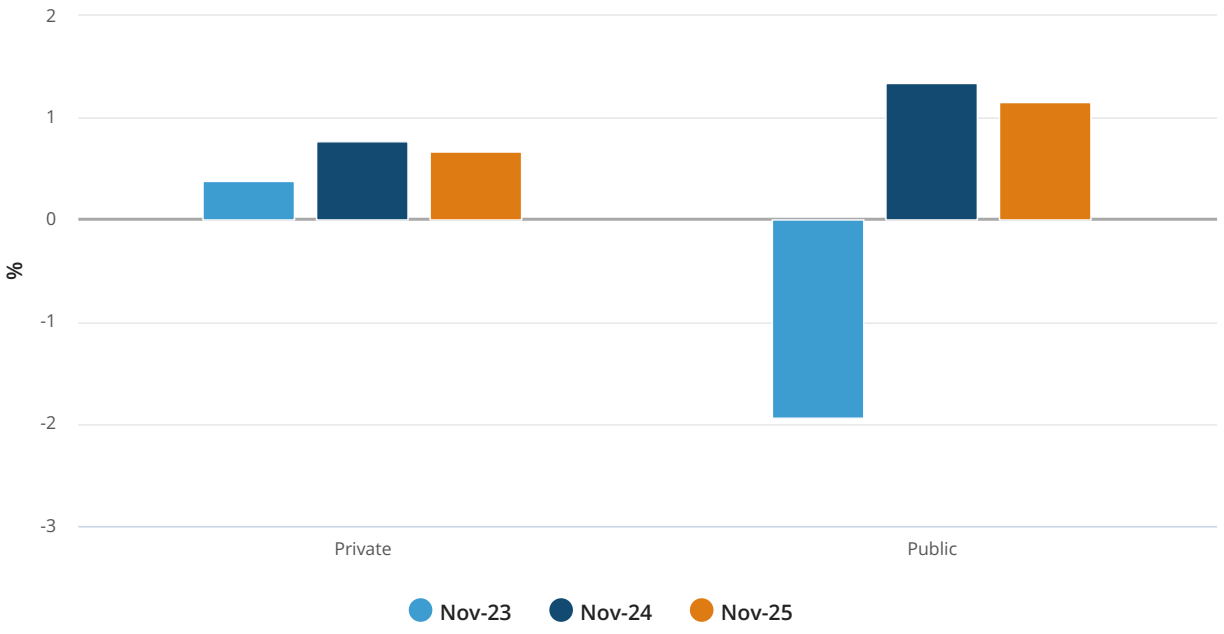
In November 2025, total wages and salaries paid by employers rose in both sectors from October 2025.

Month change in total wages and salaries paid by employers, by sector



In November 2025, employee jobs rose in both sectors from October 2025.

Month change in employee jobs, by sector (a)

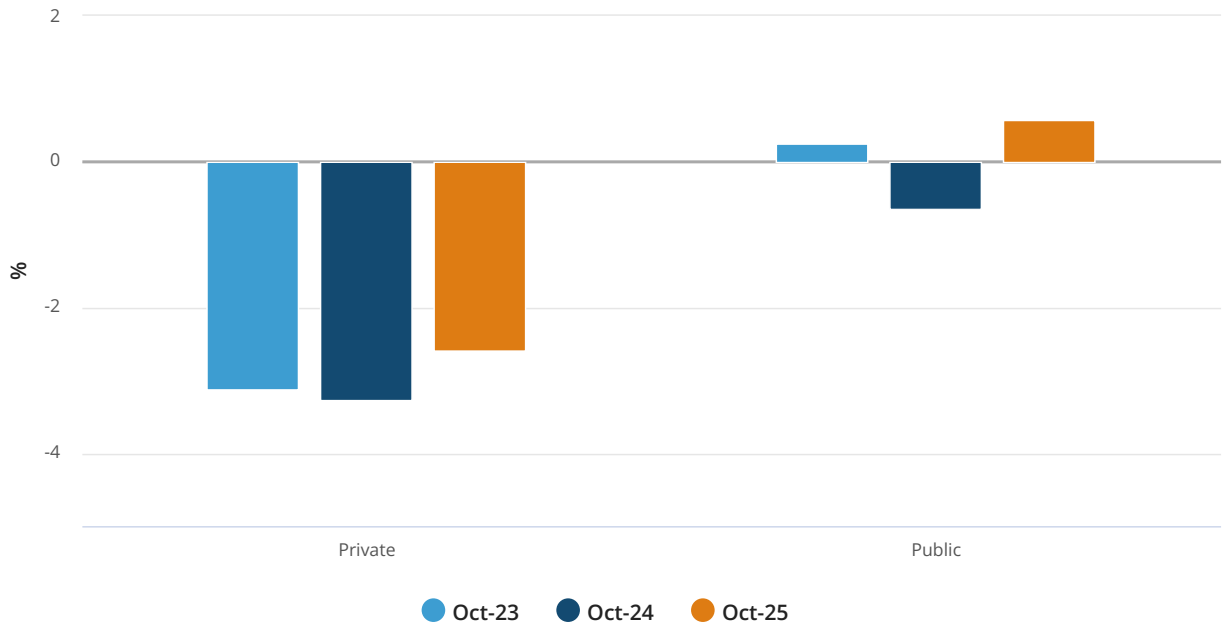


a. The Voice Referendum held in October 2023 created a large number of temporary roles in the Public sector.

Month change, October

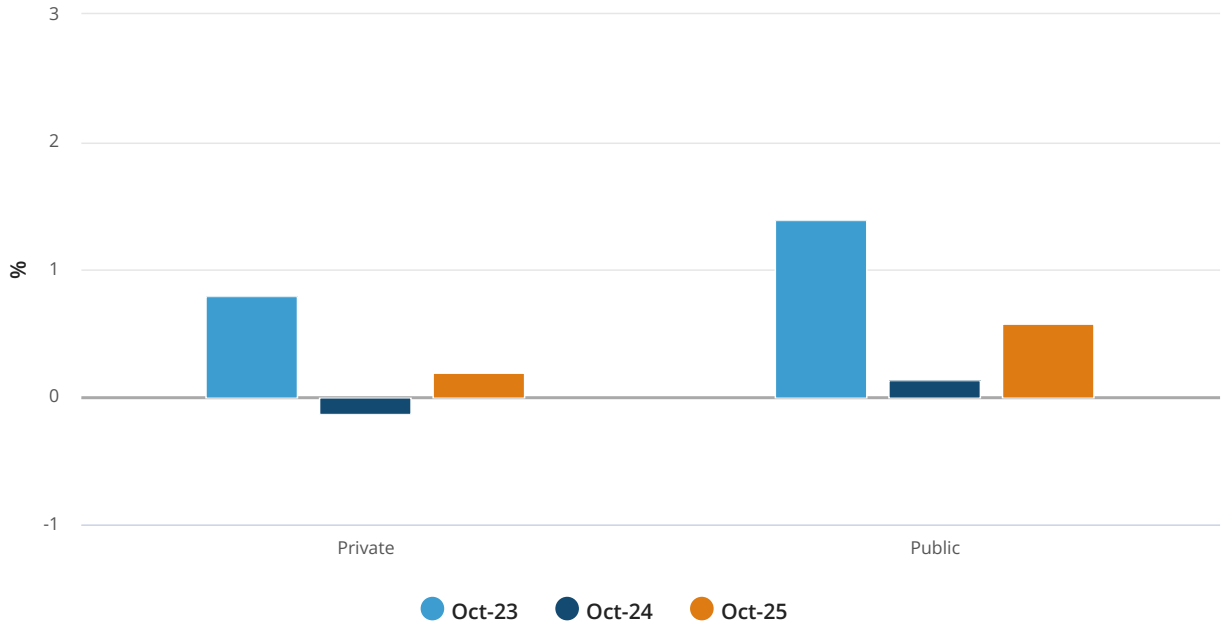
In October 2025, total wages and salaries paid by employers fell in the private sector and rose in the public sector from September 2025.

Month change in total wages and salaries paid by employers, by sector



In October 2025, employee jobs rose in both sectors from September 2025.

Month change in employee jobs, by sector (a)



a. The Voice Referendum held in October 2023 created a large number of temporary roles in the Public sector.

Data downloads

Table 1. Total wages and salaries paid by employers, percentage change

Download XLSX
[216.55 KB]
(/statistics/labour/earnings-and-working-conditions/monthly-employee-earnings-indicator/dec-2025/MEEIDC01.xlsx)

Table 2. Total wages and salaries paid by employers, level

Download XLSX
[168.6 KB]
(/statistics/labour/earnings-and-working-conditions/monthly-employee-earnings-indicator/dec-2025/MEEIDC02.xlsx)

Table 3. Employee jobs, percentage change

The available time series is limited to data from the July 2023 reference period forward.

Download XLSX
[55.28 KB]
(/statistics/labour/earnings-and-working-conditions/monthly-employee-earnings-indicator/dec-2025/MEEIDC03.xlsx)

Table 4. Employee jobs, level

The available time series is limited to data from the July 2023 reference period forward.

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[39.59 KB]
(/statistics/labour/earnings-and-working-conditions/monthly-employee-earnings-indicator/dec-2025/MEEIDC04.xlsx)

All data cubes

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Changes in this release

This release includes updates throughout the methodology to support the introduction of employee job estimates.

Methodology

Scope

Wages and salaries paid by active employing businesses and organisations to their employees in the Australian economy.

Geography

Data is available for:

- Australia total
- States and territories

Source

Australian Tax Office (ATO) Single Touch Payroll (STP) administrative data combined with ABS Business Register data.

Collection method

The ATO provides selected employer and employee level data from the STP system to the ABS. These data are combined with employer population and characteristics data from quarterly ABS Business Register snapshots.

Concepts, sources and methods

Wages and salaries are gross amounts (before tax and deductions) and include wages, salaries and allowances paid through Australian payrolls.

Employee jobs represent the number of employees who received wages or salaries during the reference month.

History of changes

Employee job estimates are included from the February 2026 release.

View full methodology (/methodologies/monthly-employee-earnings-indicator-methodology/dec-2025)